

KVLY, KXJB-LD
EEO PUBLIC FILE REPORT
December 1, 2018– November 30, 2019

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Internal Posting KVLY-TV/Current KVLY Employees 1350 21 st Avenue South Fargo, ND 58103 701-237-5211	N	7
2	Valley News Live Website www.valleynewslive.com 1350 21 st Avenue South Fargo, ND 58103	N	18
3	KVLY-TV On-air Ad	N	0
4	Referral KVLY-TV (701-237-5211) 1350 21 st Avenue South Fargo, ND 58103	N	8
5	KVLY-TV Intern Program (701-237-5211) www.valleynewslive.com 1350 21 st Avenue South Fargo, ND 58103	N	0
6	www.TVJobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	0
7	Medialine www.medialine.com Mark Shilstone Box 51909 Pacific Grove, CA 93950	N	0
8	Broadcast Compliance Services www.bcs.ok 1700 Rockville Pike Suite 400 Rockville, MD 20852 This source distributes each job posting to between 100-336 additional sources	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Job Service North Dakota www.jobsnd.com PO Box 5507 Bismarck, ND 58506-5507	N	0
10	North Dakota State University www.teamnd.org www.gradleaders.com Career Center (701-231-7111) 1340 Administration Avenue Fargo, ND 58102	N	0
11	North Dakota State College of Science www.myinterfase.com/ndscs/employer Career Center (701-671-2258) 800 6 th Street North Wahpeton, ND 58076	N	0
12	Concordia College https://app.joinhandshake.com/login Career Center (218-299-3020) 901 8 th Street South Moorhead, MN 56560	N	0
13	Minnesota State University Moorhead https://app.joinhandshake.com/login Career Development Center (218)477-2131 1104 7 th Avenue South Moorhead, MN 56560	N	0
14	<i>University of North Dakota</i> https://app.joinhandshake.com/login <i>Career Services (701-777-3904)</i> <i>280 McCannel Hall</i> <i>Grand Forks, ND 58203</i>	N	0
15	<i>Columbia College</i> https://app.joinhandshake.com/login <i>600 South. Michigan Avenue</i> <i>Chicago, IL 60605</i>	N	0
16	University of Minnesota https://app.joinhandshake.com/login 100 Church Street SE Minneapolis, MN 55455	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Bemidji State University/Northwest Technical College https://app.joinhandshake.com/login 1500 Birchmont Drive NE Bemidji, MN 56601	N	0
18	<i>You Tube</i> www.youtube.com 901 Cherry Avenue San Bruno, CA 94066	N	2
19	MBA Job Bank www.minnesotabroadcasters.com 3303 Excelsior Blvd. Minneapolis, MN 55416	N	0
20	<i>Northland Community and Technical College</i> www.northlandcollege.edu 1101 MN-1 Thief River Falls, MN 56701	N	0
21	<i>Indeed.com</i> All jobs posted to Gray TV (via snagit) are posted to Indeed.com	N	5
22	<i>VNL Employment</i> Manda@classifiedsadverticals.com	N	0
23	<i>Linkdin</i>	N	0
24	<i>Gustavus College</i> https://app.joinhandshake.com/login 800 W. College Avenue St. Peter, MN 56082	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Dakota State University https://app.joinhandshake.com/login 820 N. Washington Avenue Madison, SD 57042	N	0
26	Winona State University https://app.joinhandshake.com/login 175 W. Mark Street Winona, MN 55987	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			
			40

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in events sponsored by educational institutions	<p><i>Station personnel made appearances throughout the year to further disseminate information about employment opportunities to members of the community. Station personnel often host students wishing to learn more about certain jobs in the broadcasting industry.</i></p> <p>Assignment Editor participated in a Fargo-Moorhead-West Fargo Chamber of Commerce Media Panel representing KVLY at North Dakota State College of Science on December 13, 2018.</p> <p>News Director spoke to a group of Communications students at Minnesota State University Moorhead on April 8, 2019</p> <p>Multi-Media Journalist spoke to a Communications group at North Dakota State University on October 16, 2019</p>
2	Tour of KVLY/KXJB-LD	<p>Multi-Media Journalist gave tour of KVLY/KXJB-LD to University of Nebraska student on January 11, 2019</p> <p>Multi-Media Journalist gave tour of KVLY/KXJB-LD to Minnesota State University Moorhead student on Friday July 19, 2019.</p>
3	Job Shadow	<p>Multi-Media Journalist had Minnesota State University student job shadowing on Friday July 19, 2019.</p> <p>Sports Director had Bemidji State University student job shadowing on Friday November 8, 2019</p>

4	EEO Training	Office Manager participated in a training on compliance with the FCC's EEO Rules provided by Joan Stewart of Wiley Rein LLP on June 20, 2019
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